

1. Describe the program and/or service area under review and how the program supports the mission of Santa Monica College.

The mission of the Santa Monica College Intercollegiate Athletics is to provide the opportunity for student athletes to achieve personal excellence in both academics and athletics. The Department is committed to a competitive program that serves the interests of the student body and encompasses the ethical values and educational philosophy of the institution. Additionally, the actions of the Athletic Department will support the expressed Mission, Values and overall objectives of Santa Monica College.

2. Identify the overarching goal(s) or charge/responsibilities of the program or service area. If appropriate, include ensuring/monitoring compliance with state, federal or other mandates.

The athletic department will demonstrate responsibility by complying with standards set by the California Community College Athletic Association (CCCAA), CCCAA Western States Conference (WSC), National Collegiate Athletic Association (NCAA) and other governing associations.

3. If your program receives operating funding from any source other than District funds identify the funding source. If applicable, note the start and end dates of the funding (generally a grant), the percentage of the program budget supported by non-District funding, and list any staff positions funded wholly or in part by non-District funds. Do not include awards for non-operational items such as equipment (ex. VTEA) or value added activities (ex Margin of Excellence).

The Athletic department receives additional funds from Auxiliary services. The funds are used to cover athletic operating expenses. The funding period is July 1, 2019 - June 30, 2020. Operating expenses include the following activities:

- Instructional supplies
- Software
- Gas/Oil
- Supplies
- Software Licenses
- Supplies for equipment repair
- Uniforms/shoes/costumes

- Doctors/medical services
- Other (contracts for personal services)
- Mileage
- Conference/training/staff development/lodging/banquets
- Per diem/meal money/team meals
- Tournament/event entry fees
- Post training
- Meeting reimbursements
- Memberships/dues
- Laundry/cleaning
- Bus/vehicle rental-field trips
- Rents & Leases
- Miscellaneous fees
- Physical exam
- Game management
- Game/ match/ meet officials


## B. Populations Served

### VAR PE: VARSITY INTERCOLLEGIATE SPORTS

#### Instructional

1. Describe your students in terms of ethnicity, race, gender, age, residency status, citizenship, educational goal, enrollment status, and full/part-time status. Note any changes in student or enrollment data since the last six-year program review and the possible reasons for the changes.

#### Student & Instructional Services

1. Describe the students your program serves in terms of ethnicity, race, gender, age, residency status, citizenship, educational goal, enrollment status, and full/part-time status. Note any changes in student or enrollment data since the last program review.

Santa Monica College Athletics currently has eighteen intercollegiate sports (10 Women's teams & 8 Men's teams) which include:

Men's Basketball	Women's Basketball
Men's Volleyball	Women's Volleyball
Football	Women's Softball
Men's Soccer	Women's Soccer

Men's Water Polo  
Men's Cross Country  
Men's Swim & Dive  
Men's Track & Field

Women's Water Polo  
Women's Cross Country  
Women's Tennis  
Women's Swim & Dive  
Women's Track & Field  
Women's Beach Volleyball

**Gender:**

Female - 33.1%  
Male -66.9%

**Ethnicity:**

Asian/Pacific Islander 3.3%  
African American-20.9%  
Hispanic-42.6%  
Native American 0.7%  
White 17.2%  
Multiple Ethnicities-8.9%  
Unknown- 6.4%

**Residency:**

CA Residents- 82.5%  
Out of State- 12.7%  
Foreign Residents- 4.8%

**Age Group:**

58.6% are 19 or Younger  
35.4% are aged 20 to24  
3.8% are aged 25 to 29  
1.5% are aged 30 to 39  
0.4% are aged 40 to 49  
0.3% are aged 50 or Older

**Unit Load:**

Full Time-81.9%  
Part Time – 18.1%

**C. Program Evaluation**

**All Disciplines (answered once)**

1. List the specific SLOs your program or discipline has chosen to focus on this year for discussion of program improvement.

*SLOs are specific, measurable statements of 'what a student should know, be able to do, or value when they complete a course'. An SLO focuses on specific knowledge, attitudes, or behaviors that students will demonstrate or possess as a result of instruction.*

Student athlete will demonstrate advanced sport specific skills, physical development and technical knowledge, as well as have the ability to apply the rules necessary for participation in their selected sport at a collegiate level of competition.

2. What other evaluation measures does your program or discipline use to inform planning? (For example, student surveys, enrollment trends, student success, retention, degrees/certificates awarded, job placement, transfer rates, TIMS report, tutor usage etc.) Note trends and differences in performance by group (ethnicity, gender, age) or enrollment type (day/evening, on-ground/on-line).

Student achievement (grades) in VAR PE courses, which function as the laboratory for intercollegiate athletics practice and competition.

Performance as evaluated by comparative statistics (i.e., time, distance, speed, number of rebound, passes, blocks, etc.) as measured via direct observation or video assessment.

Student-athletes will demonstrate a high level of competency in cognitive, affective and psychomotor domains leading to superior proficiency in intercollegiate competition

## **D1. Objectives**

Develop student athlete matriculation process. The matriculation process will be designed to assist student athletes with registration, educational planning and progress toward educational goals/degree progress.

Status: In Progress

Comments:

Athletic staff will be working with athletic counselors to develop the process

Development Academic Improvement Plan for student athletes that become academically ineligible to participate in athletics

Status: In Progress

Comments:

Will collaborate with athletic counselors and coaches to develop a plan.

## **D1. Looking Back**

1. Describe any accomplishments, achievements, activities, initiatives undertaken, and any other positives the program wishes to note and document.

### **Football**

**Team Overall Record:** 2-8

**Team Accolades:** 1 of 7 teams to have 10 or more athletes on the 2019 SCFA Scholar Athlete Team which is a 3.0 or higher with a minimum of 36 Transferable Units.

Over 30 Student-Athletes with a 3.0 Semester GPA in Fall of 2019

#### **Individual Student Athlete Achievements:**

**1st Team All Pacific League:** Josue Castro, So, OL, Luca Cipriani, Fr, OLB

**2nd Team All Pacific League:** Tristan Rudell, Fr, TE, Brandon Collins, So, WR, Derrese, Morganfield, Fr, MLB, Juston David, So, CB, Alexander Zaragoza, Fr, S, Tariq Brown, Fr, PR

**Academic All-State Football Team:** RC Everbeck, So, DB, 4.00 GPA, Tucker LaRue, So, WR, 3.64 GPA

**SCFA Scholar Athlete Team:** Josue Castro 3.15, Thomas Chaizor 3.52, Juston David 3.63, RC Everbeck 3.50, Richard Hambright 3.04, Raul Jimenez 3.09, Dwight Johnson 3.05, Tuckeer LaRue 3.58, Dylan Missoul 3.04, Elijah Moul 3.12, Anthony Nesmith 3.23, Christopher Nickerson 3.00

#### **Student Transfers/Scholarships:**

AK Warren Jr – California Lutheran University

Brandon Collins – Southeastern University

Anthony Nesmith – Gannon University

JP Rybus – Waldorf University

Tyler Cater – Ottawa University

Dajone Averett – Northern Arizona

Tucker LaRue – University of Hawai'i

Jack Faringer – Arizona Christian University

Josue Castro – Azusa Pacific University

### **Men's Basketball**

**Team Overall Record:** 21-9

**Team Accolades:** Sweet 16 playoff finish, Finished ranked #7 in the state in final coaches ranking poll, #4 seed in the CCCAA Southern Regional Bracket

**Individual Student Athlete Achievements:** All-State Honorable Mention (Elias King), First Team All-Conference (Elias King, Isaiah Simpson, Daisone Hughes), All-Conference Honorable Mention (LeAndrew Knight, Mekhi Kimble), GAB Male Athlete of the Year (Elias King), GAB Men's Basketball Athlete of the Year (Elias King)

**Coaching Accolades:** Tabbed one of the 50 Most Impactful JUCO Coaches nationally by Silver Waves Media

#### **Student Transfers/Scholarships:**

Elias King – Quinnipiac University

Isaiah Simpson – Chicago State University  
Teddy Parham – Chadron State College  
Mekhi Kimble – Lincoln University of Missouri  
LeAndrew Knight – Cal State San Bernardino  
Cesar Meza – University of St. Katherine  
James Chun – Cal Berkeley

### **Men's Soccer**

**Team Overall Record:** 7-5-9(7 wins 5 losses 9 ties)

**Team Accolades:** 2nd place WSC

**Individual Student Athlete Achievements:** Togan Aydin Kose WSC goalkeeper of the year and 1st Team All-region

**1st Team All-Conference:** Eto Atiabet, Luis Hernandez, Sean McDonnell, and Kyler Sorber

**2nd Team All-Conference:** Angel Rivas, Edwin Rodriguez, and Isaac Gonzalez

**Honorable Mention All-Conference:** Roger Cruz and Kevin Bardales

### **Student Transfers/Scholarships:**

Eto Atiabet: Marymount California University

Jesus Farias: Life Pacific University

Juan Vargas: Life Pacific University

Divine Sumbu: Life Pacific University

Danny Hernandez: CSUDH

### **Women's Soccer**

**Overall Team Record:** 14-5-3 (14 wins, 5 losses, 1 draws) (11-2-1 conference)

**Team Accolades:** 2nd Place Western State Conference South Division, Southern California Regional Playoff Participant, Final State wide Ranking of 18,

### **Individual Student-Athlete Achievements:**

**All League:1st Team:** Ceirra Little, Dayli Ramos, Ruth Pelaez, Ashley Heravi

**2nd Team:** Taylor Brown, Anika Williams, Narumi Kamiya,

**Honorable Mention:** Giselle Lopez, Meredith Gomez

**SMC Athletic Award Scholarship Recipient:** Ruth Pelaez:

### **Student Transfers/Scholarships**

Kenia Mejia-Godoy: Antelope Valley University (Athletic Scholarship)

Ceirra Little: Life Pacific University (Athletic Scholarship)

Ruth Pelaez: Life Pacific University (Athletic/Academic Scholarship)

Giselle Lopez: University of La Verne (Academic Aid/ Continuing SA career)

Antoinette Saldana: Cal State Dominguez Hills (Academic/Athletic Scholarship)

Meredith Gomez: Tennessee Wesleyan University (Athletic Scholarship)

Emily Wiggins: UCLA (Academic Scholarship)

### **Men's Water Polo**

**Team Overall Record:** 10-20

### **Individual Student Athlete Achievements:**

**1st Team All-WSC-**Reaph Whitebloom and Jonathan Escobedo

**2nd Team All-WSC-**Jack Hughes and Fredrick Brown

**Honorable Mention All-WSC-Zach Wunder, Andres Abraham-Davila, Ezequiel Ramirez, and Diego Hernandez**

**Women's Water Polo**

**Team Overall Record: 0-24**

**Individual Student Athlete Achievements:**

**1st Team All-WSC-Jolie Trujillo**

**2nd Team All-WSC-Karla Ramirez and Grace Knight**

**Honorable Mention All-WSC-Precelia Acosta**

**Honorable Mention All-So Cal-Jolie Trujillo**

**Women's Basketball**

**Team Overall Record: 11-17**

**Individual Student Athlete Achievements:** Academic Honor: Ariana Quintana, Kennedy Martin, Sophia Aghoot

**1st Team:** Chassen Gutierrez

**Honorable Mention:** Ariana Quintana

**Student Transfers/Scholarships**

Ariana Quintana- La Sierra University

Nina Gazzo- La Sierra University

**Spring Sports:**

**(Cancelled Due to Covid-19)**

2. Describe any changes or activities your program or service area has made that are not addressed in the objectives, identify the factors (e.g., licensure requirements, state or federal requirements, CCCO mandates, regulations, etc.) that triggered the changes, and indicate the expected or anticipated outcomes.

N/A

3. If your program received one time funding of any kind indicate the source, how the funds were spent and the impact on the program (benefits or challenges).

N/A

## **D2: Moving Forward**

Discuss and summarize conclusions drawn from data, assessments (SLO, UO) or other evaluation measures identified in Section C and indicate responses or programmatic changes planned for the coming year(s) including:

- how the assessment results are informing program goals and objectives, program planning, and decision-making
- specific changes planned or made to the program based on the assessment results

During the past year we tracked recruitment numbers for each athletic program. This included comparing the number of recruiting contacts versus the recruits that actually enrolled in SMC. Statistical analyzes was pulled from institutional research to help demonstrate our programs overall numbers, size and overall make-up of our program. As we continue forward we will be using several new and innovated ways to measure and track our progress. Some ideas are the formation of our SMC Athletic Redesign Working Group. This group meets weekly and is tracking their progress with detailed agendas, notes and follow-up that occurs every Monday. In addition, several new TEAMS pages were created to help document ideas, notes, and progress towards many of the new goals and objectives that are now being discussed. Using Microsoft 365 we will continue to take interest inventory surveys, Likert scale based assessments and will try to track student interaction with our part-time counseling staff via the new online appointment based system. With the addition data we hope to support our new direction of our program and do a more effective and efficient way of tracking our progress and success.

Based on our first survey of the working group our results are as follows:

We were able to narrow down areas of concern and focus on 10 areas of redesign for our athletic department

A survey was conducted based on the working group input to determine which areas of design we would focus on first.

Based on survey results the rank order was as followed with 1 being most important on down:

1. Academic Center/ Academic Program
2. Website/Social Media Redesign
3. Communication
4. Eligibility
5. Advertising/Promotion
6. Fiscal Processes
7. Building Community
8. New Coaches Program
9. Student Athlete Council
10. Locker Room Protocol

We will now shift our attention and focus on #1 Academic Center/ Academic Program and #2 Website/ Social Media Redesign moving forward.

## **D2: Objectives**

Objective #1.

**Objective:**



Develop a student athlete academic program that will be supported by our academic center that is located in MC-15. This academic program will focus on counseling services, matriculation, educational planning, and collegiate athletic eligibility, tutoring services and focus on the overall health of our student athletes.

**Area/ Discipline/ Function Responsible:** All

**Assessment Data and Other Observations:** Based on observation our athletic program currently does not have a written program or space that is specifically design to help support our student athletes. It is imperative to provide the proper academic support to our all of our athletes and increase the amount of equity in our program. With the proper support in place it is our hope that we can foster a healthy, safe and equitable program for our student athletes to feel supported, encouraged and guided while they are at SMC.

**External Factors:** Due to the Covid-19 crisis that impacted Spring 2020 and shut down all face to face contact in our program, we must move to grow this area of our program to continue to provide student services, support and encouragement to our students.

**Timeline and activities to accomplish the objective:** June 30, 2021

**Describe how objective will be assessed/measured:** Tracking number of completed counseling appointments and move all counseling meetings to appointment based data. Track the number of students that use the center and their services. Compare completion rates and grade data to last year's data to see if the academic center has helped our student population. Take interest inventory of our staff and students to see the impact and to gain valuable feedback as we continue to move forward.

**Comments:** All collegiate athletic competition has been cancelled due to Covid- 19 and stay at home orders being enacted. Due to this unrepresented time, a working task force has been created to redesign areas of our athletic program. This group has been created to address the systemic issues SMC has faced for many years. The group is comprised of the AD, Asst. AD, 3 Full-Time Coaches, 2 Full-Time Classified Staff and 1 Part-Time Counselor. (Reggie Ellis, Lydia Ayala, Kelly Ledwith, Brian Eskridge, Lydia Strong, Diane Watanabe, Sandra Hernandez). This group has been charged to address the issues and create in a collaborative manner a new direction and innovated ideas to move our program forward to help support the needs of our student population.

Objective #2.

**Objective:**

Redesign and address current issues in our Corsair Athletic Website and our social media platforms. To ensure that our website is properly reflecting the current trends in our program and also providing valuable information for our perspective athletes and their parents. In addition,

showcase the accomplishment of our current student athletes.

**Area/ Discipline/ Function Responsible:** All

**Assessment Data and Other Observations:** Based on feedback from students, athletes and parents a redesign of the Corsair Athletic Website is imperative. Several consultant based independent individuals have reviewed our website and have put together suggestions on how to make our website visually more appealing as well and more efficient and effective.

**External Factors:** Due to the Covid-19 crisis that impacted Spring 2020 and shut down of all face to face contact in our program, we must move to grow this area of our program to continue to provide student services, support and encouragement to our perspective students. Our website has now replaced the face to face contact that our department relies on and a virtual overhaul is necessary.

**Timeline and activities to accomplish the objective:** December 21, 2020 and updates by June 30, 2021

**Describe how objective will be assessed/measured:** Data collection from our recruitment questionnaires. Assessment of our redesign by outside parents, students and internal coaching staff. Track the traffic on our social media pages and also amount of increased followers on the sites.

**Comments:** All collegiate athletic competition has been cancelled due to Covid- 19 and stay at home orders being enacted. Due to this unrepresented time, a working task force has been created to redesign areas of our athletic program. This group has been created to address the systemic issues SMC has faced for many years. The group is comprised of the AD, Asst. AD, 3 Full-Time Coaches, 2 Full-Time Classified Staff and 1 Part-Time Counselor. (Reggie Ellis, Lydia Ayala, Kelly Ledwith, Brian Eskridge, Lydia Strong, Diane Watanabe, Sandra Hernandez). This group has been charged to address the issues and create in a collaborative manner a new direction and innovated ideas to move our program forward to help support the needs of our student population.

## **F. Community Engagement**

1. If applicable, describe how your department staff members engage in institutional efforts such as committees and presentations, and departmental activities.

Athletic staff members actively participated on the following committees:

- **Reggie Ellis**
  - DPAC Facility Planning
  - Facility and Event Management
  - Hiring Committees
  - Men of Color Action Network
  - Sabbatical Committee
  - Emergency Operational Team
  - Tenure Evaluation Committee Chair
  - Title IX Deputy Coordinator

- Judicial Hearing Chair
- Chair of Athletic Hall of Fame
- GAB and Athletic Awards
- **Lydia Ayala**
  - Title IX Deputy Coordinator
  - Facility and Event Management
  - Hiring Committees
  - Emergency Operational Team
  - Tenure Evaluation Committee Chair
  - Latinx-Collective Organization
- **Lydia Strong:** Academic Senate Committee, Curriculum Committee, Faculty Lead, Western State Conference South Division Women's Basketball Rep, CCCWBCA, WBCA Coaches Organization, SMC Athletics Redesign Working Group
- **Kelly Ledwith:** AFCA Membership, Coaching Rep for Pacific League, Executive Committee Member for SCFA, CCCFCA, Kinesiology Department Rep to Faculty Association, SMC Athletics Redesign Working Group
- **Joshua Thomas-** Faculty Association Rep, CCCMBCA
- **Brian Eskridge:** Member of CCCWPCA, CCCSDCA, Santa Monica Aquatic Advisory Committee, SMC Athletics Redesign Working Group
- **Tim Pierce:** Faculty Association, CCCSCS, United Soccer Coaches Membership
- **Aaron Benditson:** CCCSCS, United Soccer Coaches Membership
- **Christine Druckman:** CCCSBCS, NCAA Membership, Memorial Field Committee
- **Richard Goldenson:** CCCTCA
- **Larry Silva:** CCCTCS, Men of Color Coalition of Colleagues
- **Diane Watanabe:** CCCATA, COVID-19 Working Group, Athletic Scholarship Reviewer, Financial Aid and Scholarship Office, SMC Asian Pacific Islander Affinity Group, SMC Athletic Redesign Working Group

2. If applicable, discuss the engagement of program members with the local community, industry, professional groups, etc.)

Several of the intercollegiate athletic teams host athletic development and skills camps that are open to the community. During the 2018 -2019 year the following camps were offered:

- Women's Basketball Youth Skills Camp
- Football Youth Skills and Development Camp
- Men's and Women's Youth Soccer Camp
- Men's Basketball Youth Basketball Skills
- Youth Tennis Camps with Santa Monica Parks and Recreation

**Athletic Director -Reggie Ellis:**

Volunteers with Black Collegian Brother to Brother program at James Madison Middle School, as well a mentoring in the Male Diversity Network.

**Head Football Coach & Full-Time Faculty - Kelly Ledwith:**

Hosted free SMC Football Youth Skills and Development Camp for kids ages 5-18. Worked

with Compete Forever youth sports organization to host free weekly skill and development clinics for local youth.

**Head Track & Field Coach/ Part-time Faculty -Larry Silva:**

With his track and field coaching staff Coach Silva works with three local high schools that do not have a track facility. They assist the schools with reserving our track and monitoring the team while on our track three days a week. The coaches volunteer their time to supervise the high school practices and provide them with training equipment and technical support.

**Head Tennis Coach/ Part-Time Faculty -Richard Goldenson:**

Teaches tennis for the City of Santa Monica, Director of youth tennis camps; has served as the WSC Tournament Director since 2009 and has been the Vice President of the California Community College Tennis Coaches Association since 2009. Helps coordinate low-cost tennis programs for youth tennis participants in Santa Monica. Involved in Westside Tennis League as well.

**Head Cross Country Coach/ Part-Time Faculty -Eric Barron:**

Served on the Athletics Gender Equity committee; volunteers as the Head Coach and President of Track Club LA, a community track club (>100 hours/year); Vice President of Southern California Association of USA Track & Field (>50 hours/year); Alternate Chair of UCLA Student Conduct Committee (20 hours/year); attends the USATF annual meeting and attends coaching clinics

**Head Men's Soccer Coach/ Part-Time Faculty -Timothy Pierce:**

Director of L.A. Breakers Boys Soccer Club, Head Coach of ECNL Boy Soccer team. Also serves as Camp Director for LA Breakers summer camp for youth kids. In addition, holds memberships to regional and national youth soccer league SCDSL and ECNL.

**Head Women's Soccer Coach/ Part-Time Faculty -Aaron Benditson:**

Summer Associate for the LA Breakers summer camp for youth kids. Coaches youth boys as head coach of L.A. Breakers club team.

**Head Aquatic Director & Coach/ Full-Time Faculty -Brian Eskridge:**

Serves as a member and helped establish SMAAC which is Santa Monica Aquatic Advisory Committee.

**Head Beach Volleyball Coach/ Part-Time Faculty -Karl Owens:**

Been involved in community service work for those whom have lost their jobs due to COVID-19 by providing them with food. Engaged in communication, organization and transportation of resources. Participated in beach clean-up activities for the City of Santa Monica.

**Head Athletic Trainer/ Full-Time Classified Employee- Diane Watanabe:**

Served on USA Rugby, Women's U-20 as lead athletic trainer. Assistant Coach of Santa Monica Rugby Club for Boys U-18 and under. Serves on the Hall of Fame Committee for Santa Monica Rugby Club.

## **G1: Current Planning and Recommendations**

1. Identify any issues or needs impacting program effectiveness or efficiency for which institutional support or resources will be requested in the coming year. [This information will be reviewed and considered in institutional planning processes but does not supplant the need to request support or resources through established channels and processes].

Impacted by a global pandemic and increased social injustice around the country our collegiate athletic program has seen detrimental cuts in classes, funding and support for our student athletes. The most important impact has been the cancellation of all collegiate competition starting with the Spring 2020 season and now the Fall 2021 season. Due to this fact, our collegiate VAR PE classes have been cut and now reduced to a 1- unit course. This has limited not only our student's interaction on campus but now also limits their interaction with their collegiate coaches. With limited interaction our overall athletic program numbers have plummeted and we now face insurmountable obstacles as we try to retain athletes virtually.

We will need additional money and staff support to help better serve our student population moving forward in this new contactless society. We need the proper support to help our athletes connect virtually and additional training and support for our coaching and classified staff. Additional monetary funds that help support upgrades in our website as well as computer programs that will help streamline our processes across the SMC campus community.

2. If applicable, list additional capital resources (facilities, technology, equipment) that are needed to support the program as it currently exists. [This information will be reviewed and considered in institutional planning processes but does not supplant the need to request resources through established channels and processes].

The Academic Success Center located in MC-15 needs to be stocked with a computer lab specifically for student-athletes. The goal is to have this additional resource available for the 2020-2021 academic year. Additional electronical equipment comprised of laptops, smart TV, I-pads and virtual check in system is necessary.

Maintenance cart for athletic training staff to transport injured student athletes with the additional support of PPE to protect staff during the return of the pandemic. Large fans that can be set-up in high traffic areas such as the athletic training room, gym and 2<sup>nd</sup> floor office area.

3. If applicable, list additional human resources (staffing, professional development, staff training) needed to support the program as it currently exists. [This information will be reviewed and considered in institutional planning processes but does not supplant the need to request resources through established channels and processes].

The athletic department currently has two part time athletic counselors that provide counseling services to our student athletes. Athletic Counseling is an important element of athletics due to the strict educational requirements set forth by the CCCAA and NCAA. The counselors help the students with: developing their student educational plan (SEP), graduation & transfer requirements, and the maintaining eligibility requirements needed to participate in athletics at the community college level and at the NCAA level if the student will be participating upon transferring from SMC. Due to the specific academic requirements of the CCCAA, NAIA and CCCAA the counselors need to have a thorough understanding of the eligibility requirements of each of these entities.

The need of another full-time Athletic Trainer is a must and was also suggested in our 2019-2020 WSC program review. This was emphasized especially for a large 18 sport program that is as diverse and large as SMC is. In addition, this provides the necessary health and safety for our student athletes and ensures that an athletic trainer is present at all sponsored CCCAA athletic competitions.

1 Full-Time Sports Information Director is also ideal and would be beneficial in running our athletic program more consistent and efficiently. This would contribute to help in the recruitment of new student athletes thus helping our enrollment. This would contribute to help the consistency of our program and ease a lot of additional work from our coaches in regards to photography, articles, interviews and social media posts.

Additional support will be needed once the Academic Center is up and running. We currently do not have any staff that is assigned to that area. Positions like academic support staff, dedicated tutors, athletic academic advisors that could help with running the academic components of our programs while freeing the time of our part-time counselors, coaches, staff and administration whom will all have to share burden of keeping the academic center open.

#### 4. List all current positions assigned to the program.

- Athletic Director
- Assistant Athletic Director
- Administrative Assistant (Assigned to Kinesiology Dept as well)
- Athletic Trainers (1 full time and 1 part time)
- Athletic Activities Specialists; (1 male- full-time , 1 female- full time)
- Academic Counselors (2 part time counselors who each provide approx. 28 hrs. a week of athletic counseling support from the counseling department)
- 12 Head Coaches (Please note that a four of the coaches coach two teams or more)
- 22 Assistant Coaches (In addition to this number, there are head coaches who serve as assistant coaches to other teams) \*\*\*Due to Covid-19 crisis we have lost all assistant coaches until further notice\*\*\*

1. Projecting toward the future, what trends could potentially impact the program? What changes does the program anticipate in 5 years; 10 years? Where does the program want to be? How is

the program planning for these changes?

Unfortunately this year has been impacted by a global pandemic and increased social injustice around the country. The next few years can be completely unpredictable as we have never seen a time like this in history especially with education. However, the Athletic Department has already been extremely impacted with budget cuts, class cuts, part-time staffing cuts and all collegiate athletic programs have been impacted and moved to Spring of 2021.

Within the next five years we will be rebuilding and also trying to recover the time and money we've lost in our program. During the Covid-19 crisis our entire staff has been flexible and collaborative to move our program into the next upcoming years.

The goal of the athletic program is to develop a student athlete academic success program. Athletic administrators have created the SMC redesign working group comprised of three full time coaches, two full time classified staff and one part-time counselor to develop academic program and also to redesign our collegiate athletic website. Our main goals are to support overall student success, help identify the students whom need additional tutoring and services, create a monitoring systems to assist student athletes with academic success, streamline the counseling processes and work to overhaul our athletic website to better serve our perspective athletes. In addition, implement process and protocols within the athletic department to help streamline our process regarding eligibility, equipment and uniforms, fiscal services, new coaches' protocols, and locker room protocol.

2. If applicable, list additional capital resources (facilities, technology, equipment) that will be needed to support proposed changes. [This information will be reviewed and considered in institutional planning processes but does not supplant the need to request resources through established channels and processes].

Laptop computers, Smart TV's, I-pads and classroom furniture will be required to support the student athlete success program.

3. If applicable, list additional human resources (staffing, professional development, staff training) that will be needed to support proposed changes. [This information will be reviewed and considered in institutional planning processes but does not supplant the need to request resources through established channels and processes].

Dedicated full-time athletic academic counselor, full or part-time eligibility specialist, part-time academic support staff to help facilitate scheduling of tutoring, monitor athletic attendance, monitor study halls, tutors, tutoring resources and professional development training for academic support staff and coaches,

4. If applicable, note particular challenges the program faces including those relating to categorical funding, budget, and staffing.

Due to the Covid-19 crisis our auxiliary budget has been cut by 56% making it nearly impossible to run 18 collegiate athletic programs. It is imperative that we retain additional funds to be able to run our collegiate programs successfully and in a competitive manner. Furthermore, class offering in Kinesiology department cut over 60 classes forcing the majority of our part-time staff to be either unemployed or underemployed.

Fifteen of the eighteen head coaching positions are part-time. Over 80% of our coaching staff work other full-time jobs. This limits their on campus time and the ability to attend off campus training and provide the adequate time and services our students need. We have several part-time faculty that teach and serve as assistant coaches. Our assistant coaches take up a large percentage of our course offerings. Adjunct faculty will teach 82% of our courses. Because SMC's coaching stipends are much lower than other colleges, offering these part-time assistant coaches a class to teach has been a way to supplement their coaching stipend. L.A. Pierce College pays its assistant basketball coach \$13,000, compared to our \$4,900. Giving the assistants a class or two, helps to make coaching at our college more enticing and practical. Our coaches need better stipends or the department needs more sections to offer the assistant coaches courses to offset the stipends

5. Summarize any conclusions and long term recommendations for the program resulting from the self-evaluation process.

There were 9 standards that were reviewed and addressed by the 2020 WSC program review. The committee was impressed with the respectful manner shown for the decision made by the Athletic Administration. SMC Administration has noticed and addressed the importance of eligibility compliance for our student athletes and takes this area with utmost importance. An overall system has been established and needs to be constantly monitored of all parties involved. The need for a dedicated Eligibility Specialist would be a strong message that this is an important issue to our institution. The specific need for a Full Time Athletic Counselor was strongly suggested by our students and coaches. In addition, our program has a urgent need for a Full Time Athletic Trainer for a program size of 18 collegiate sports. This is imperative to provide the adequate amount of time to treat, maintain and monitor the health of our student athletes. In addition, the need for a Sports Information Director would be beneficial to our collegiate athletic program. This would help with our recruitment, website, fundraising, and help market our program in a more efficient way.

6. Please use this field to share any information the program feels is not covered under any other questions.



With regards to additional capital resources, the major needs for our facilities include painting and refurbishing the Pavilion and the track. The turf on the field was just replaced three years ago and the lines on the track were redone this year. However, the track surface is hard and needs to be replaced. The cost to resurface the track surface is between \$200,000 and \$300,000. The track is used for many college events including graduation, 4<sup>th</sup> of July celebrations, football and soccer games, track and field events, as well as by Santa Monica High School and St. Monica's High School. It is frequently rented to outside groups as well. We can't continue to have these areas used with such high frequency without the support to maintain and upkeep these areas. The high usage of our facilities and the rental of those facilities should provide the fiscal support that is needed to provide the maintenance for the upkeep, repairs, and replacement of those facilities.

The Pavilion is used for many sporting events, graduation, awards ceremonies by many college groups, Olympic ping pong trials and for faculty development days. The paint on the walls are peeling, the acoustical tiles need replacing and the skylights are filthy and in need of repairs. The heating and air conditioning unit within the gym needs to be addressed. Furthermore, the pigeon problem that exists outside the entrance of the 2<sup>nd</sup> floor is a health hazard and impacts the overall safety and health of all our staff and students whom use the entrance.